

## **ABSTRAK**

*Dalam penelitian ini Rumusan Masalah adalah adakah pengaruh motivasi kerja dan kemampuan kerja secara simultan dan parsial terhadap kinerja karyawan pada PT. United Tractors, Tbk Medan. Jenis penelitian deskriptif dengan kuesioner sebagai sumber data. Adapun populasi dalam penelitian ini adalah seluruh karyawan PT. United Tractors, Tbk Medan berjumlah 71 karyawan. Sampel dalam penelitian ini sebanyak 60 karyawan, dengan teknik sampling yang digunakan Probability sampling yaitu teknik sampling yang memberikan peluang yang sama bagi setiap populasi untuk dipilih menjadi anggota sampel dan metode yang digunakan adalah simple random sampling. Alat analisis dalam penelitian ini adalah regresi linier berganda. Berdasarkan hasil perhitungan diperoleh nilai  $t$  hitung ( $3,410$ )  $>$   $t$  tabel ( $2,002$ ) sehingga hipotesis nol ( $H_0$ ) ditolak dan hipotesis alternatif ( $H_a$ ) diterima. Dengan ditolaknya  $H_a$  berarti motivasi kerja berpengaruh signifikan terhadap kinerja karyawan, sehingga apabila motivasi kerja semakin baik maka kinerja karyawan di United Tractor akan mengalami kenaikan. Sedangkan hasil uji parsial kemampuan kerja  $t$  hitung ( $2,188$ )  $>$   $t$  tabel ( $2,002$ ) sehingga hipotesis nol ( $H_0$ ) ditolak dan hipotesis alternatif ( $H_a$ ) diterima. Dengan ditolaknya  $H_a$  berarti kemampuan kerja berpengaruh signifikan terhadap kinerja karyawan di United Tractor.*

***Kata kunci : Motivasi Kerja, Kemampuan Kerja, Kinerja, Valide, Reliable*** iv

## **ABSTRACT**

*In this study, the Problem Formulation is is there an influence of work motivation and work ability simultaneously and partially on employee performance at PT. United Tractors, Tbk Medan. This type of descriptive research with a questionnaire as a source of data. The population in this study were all employees of PT. United Tractors, Tbk Medan numbered 71 employees. The sample in this study were 60 employees, with the sampling technique used Probability sampling is a sampling technique that provides equal opportunities for each population to be selected as a sample member and the method used is simple random sampling. The analytical tool in this study is multiple linear regression. Based on the calculation results obtained t value (3.410) > t table (2.002) so that the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted. With Ha rejected, it means that work motivation has a significant effect on employee performance, so that if work motivation gets better, the performance of employees at United Tractor will increase. rejected and alternative hypothesis (Ha) accepted. Ha's refusal means that work ability has a significant effect on employee performance at United Tractor.*

**Keywords: Work Motivation, Work Ability, Performance, Valide, Reliable**